Safeguarding Young People

Peter Duxbury
Director of Children's Services

Lincolnshire
COUNTY COUNCIL

“Social workers are knowledgeable and energetic, and pursue agreed plans tenaciously”

“Workers know what they have to do and managers have clear systems to ensure accountability which workers said they liked and responded to well.”

“The quality of service provision is outstanding”

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Leadership

Performance Assurance

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Leadership

- Aristotle
- Passion

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“Men acquire a particular quality by constantly acting a particular way... You become just by performing just actions, temperate by performing temperate actions, brave by performing brave actions.”

Aristotle
(384BC – 322BC)

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Leadership

- Aristotle
- Passion

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Passion - Systems

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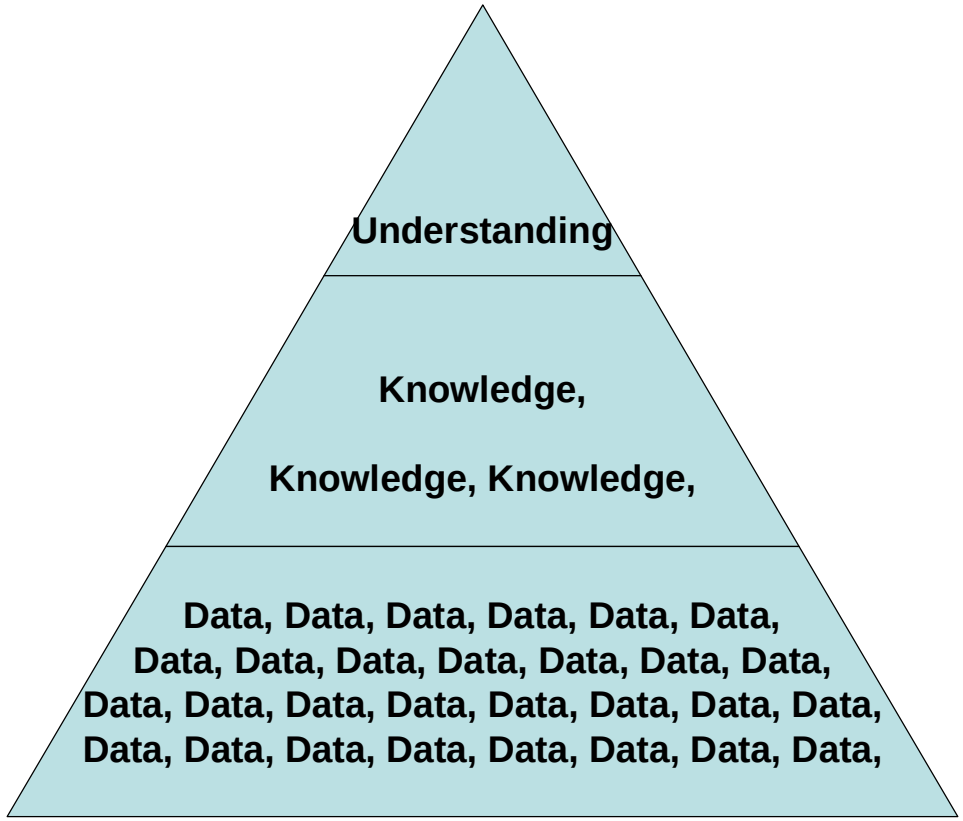
Data - Knowledge - Understanding



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Leadership

"Men wanted for hazardous journey .
Small wages. Bitter cold.
Long hours of complete darkness.
Constant danger. Safe return doubtful.
Honour and recognition in the event of success"

Shackleton 1913

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Performance Assurance

- Think
- Do
- Values

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Think

- Catch people doing something right!

- Pressure ≠ stress

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- ...**care** more than others think is wise;
- ...**risk** more than others think is safe;
- ...**dream** more than others think is practical;
- ...**expect** more than others think is possible.

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Performance Assurance

- Think
- Do
- Values

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Performance Assurance

- Think
- Do
- Values

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Do !

- THE END !

- Making exceptions

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Examples

- Performance Management Systems
- DCS role
- Quality Assurance Days
- Social Work Forum
- Corporate Parent
- Recognition and Celebration

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Meetings

Meetings meetings meetings meetings meetings. Meetings to discuss other meetings. Meetings to recommend things to more important meetings. Meetings to coordinate the activities of other meetings.

They have become a substitute for actually doing anything. When you go from meeting to meeting to meeting, you don't ever get the chance to do anything, and so you get out of the habit of doing anything. Meetings and talking about stuff gradually seems to become so much easier than getting out there and doing it. If you talk about it, rather than actually do it, then there is a far lower possibility of failure. The only downside is that you end up employing a lot of very expensive people to sit around and talk about it, and very little actually gets done.

Extracts from "Grumpy Old Workers" by Stuart Prebble

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Performance Assurance

- Think
- Do
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Performance Assurance

- Think
- Do
- Values

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Values

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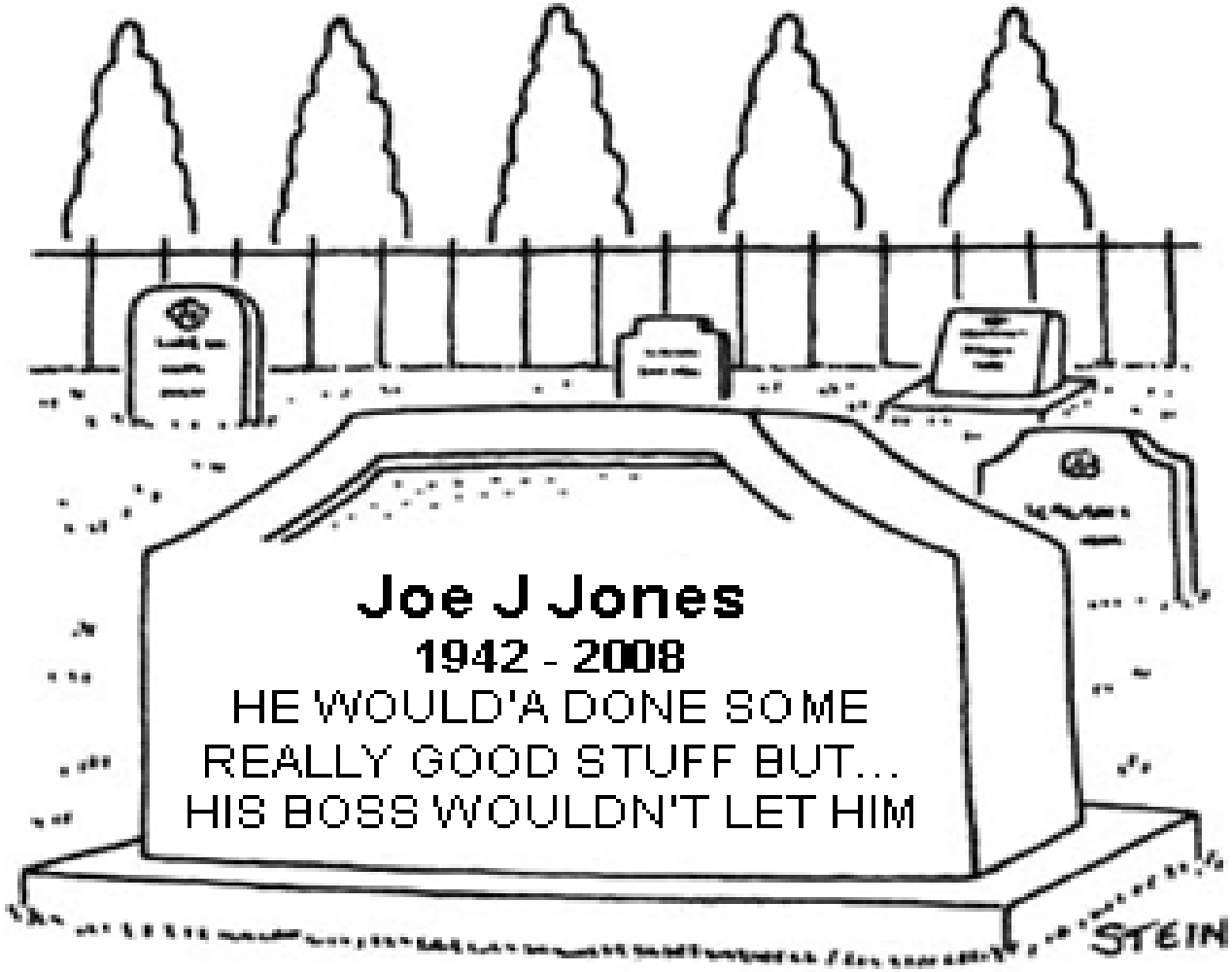
“Children grow to fill the space we create for them.. The bigger the space the taller they grow”


Joe J Jones
1942 - 2008
HE WOULD'A DONE SOME
REALLY GOOD STUFF BUT...
HIS BOSS WOULDN'T LET HIM
STEIN